



Successful Interview in Industry

Deep Diving How to Prepare Effective Conversation during Interview Session

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Our Current Challenge

These are the top 10 job skills of tomorrow and how long it takes to learn them

Top 10 skills of 2025



Reskilling needs



Source: Future of Jobs Report 2020, World Economic Forum.

Type of skill

- Problem-solving
- Self-management
- Working with people
- Technology use and development



Analytical thinking and innovation



Active learning and learning strategies



Complex problem-solving



Critical thinking and analysis



Creativity, originality and initiative



Leadership and social influence



Technology use, monitoring and control



Technology design and programming



Resilience, stress tolerance and flexibility



Reasoning, problem-solving and ideation

Source: Future of Jobs Report 2020, World Economic Forum.

Time needed to start building new skills online in jobs of tomorrow



1-2
Months

People and Culture, Content Writing, Sales and Marketing skills



2-3
Months

Product Development and Data and AI skills



4-5
Months

Cloud Computing and Engineering skills

<https://www.weforum.org/agenda/2020/10/top-10-work-skills-of-tomorrow-how-long-it-takes-to-learn-them/>

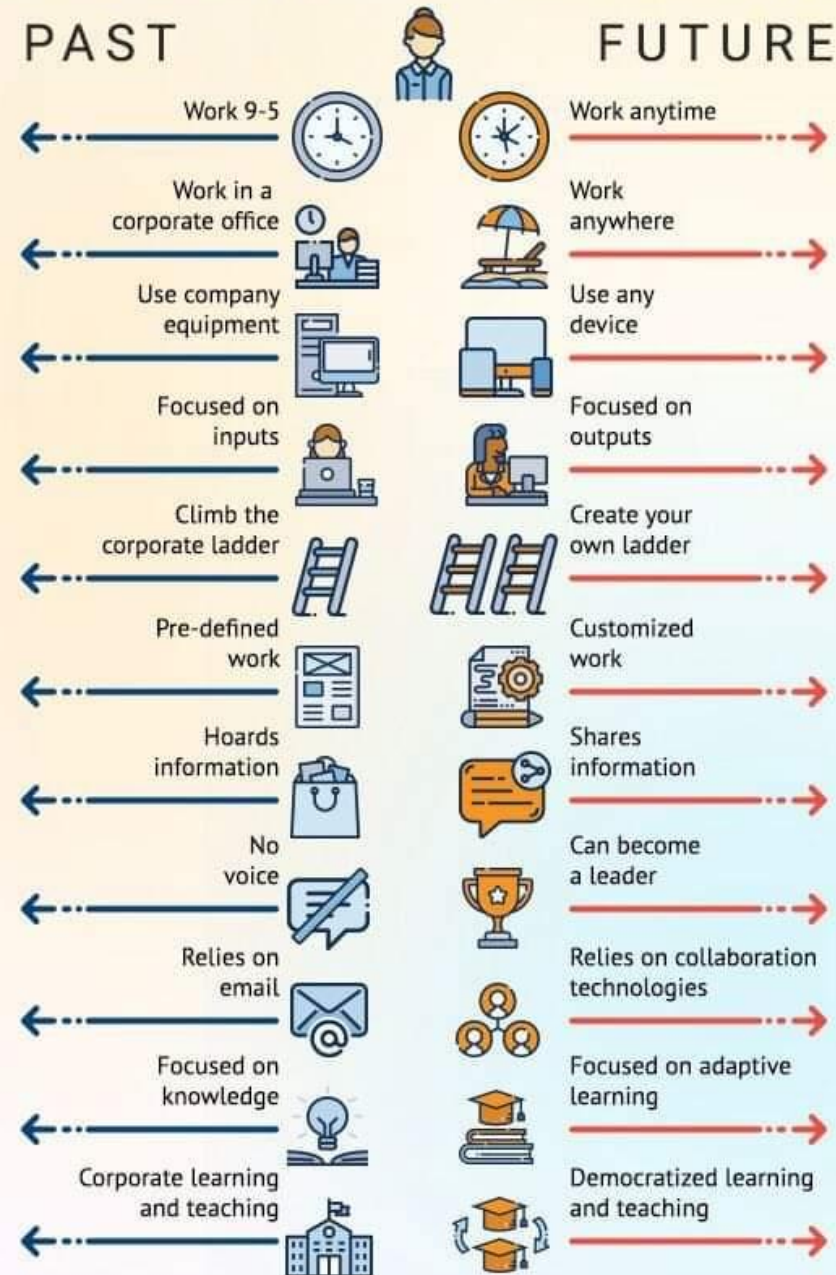
The Evolution of The Employee

The Future of Work: Attract New Talent, Build Better Leaders, and Create a Competitive Organization.

- Based on the evolution, these are the key things to pay attention to...

- Truly flexible work
- Use any device
- The death of the “ladder” and customized work
- Sharing is caring
- Anyone can be a leader
- Knowledge vs adaptive learning
- Everyone is a teacher and a student

THE EVOLUTION OF THE EMPLOYEE



by Jacob Morgan

thefutureorganization.com

Empathy Map Canvas

Designed for:

Designed by:

Date:

Version:

1 WHO are we empathizing with?

Who is the person we want to understand?
What is the situation they are in?
What is their role in the situation?

GOAL

2 What do they need to DO?

What do they need to do differently?
What job(s) do they want or need to get done?
What decision(s) do they need to make?
How will we know they were successful?

7 What do they THINK and FEEL?

PAINS

What are their fears,
frustrations, and anxieties?

GAINS

What are their wants,
needs, hopes and dreams?

3 What do they SEE?

What do they see in the marketplace?
What do they see in their immediate environment?
What do they see others saying and doing?
What are they watching and reading?

6 What do they HEAR?

What are they hearing others say?
What are they hearing from friends?
What are they hearing from colleagues?
What are they hearing second-hand?

4 What do they SAY?

What have we heard them say?
What can we imagine them saying?

5 What do they DO?

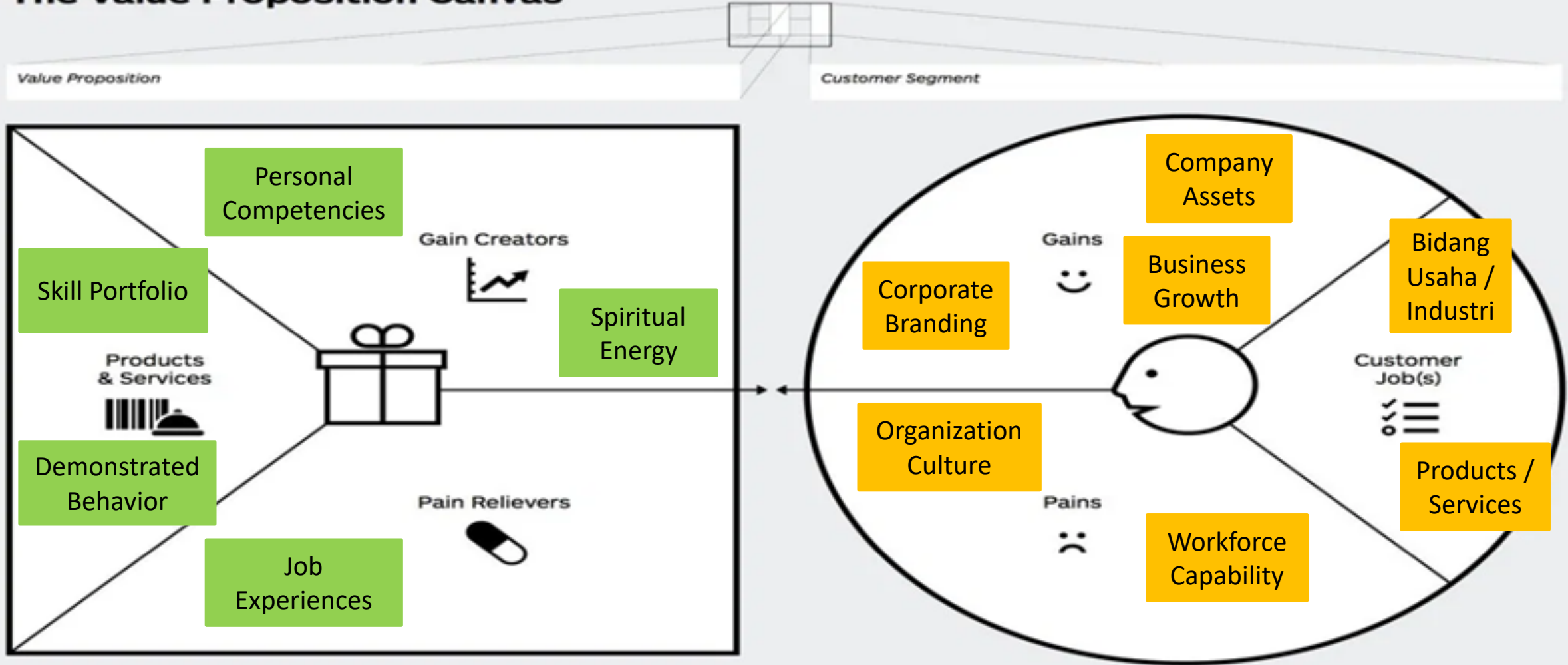
What do they do today?
What behavior have we observed?
What can we imagine them doing?

What other thoughts and feelings might motivate their behavior?

Deep Interview with Empathy

How to Empathize our Audiences (Interviewer) during The Interview Process ?

The Value Proposition Canvas

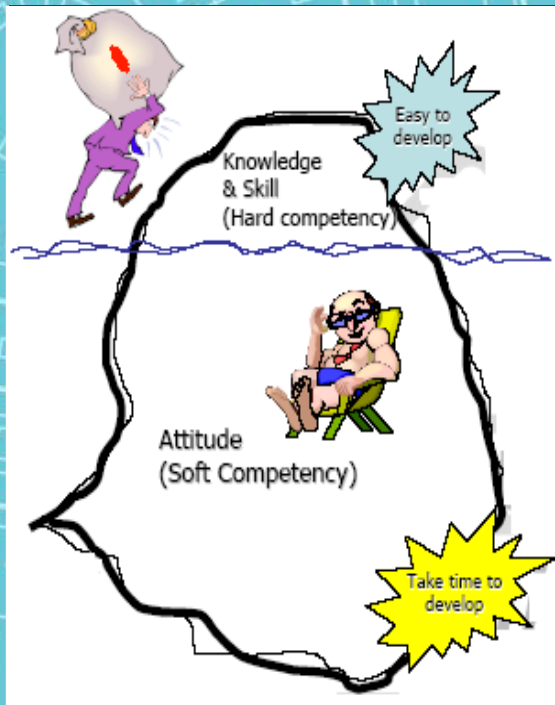


Interview Dimension Categories



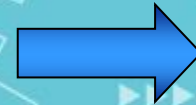
Effective Selection Process :

1. Determine desired requirement / qualification of candidate.
2. Determine Job Requirement → **Dimensions**



Technical Knowledge

Describe the specialized knowledge a person must have to succeed in the Job.



Behaviors

Describe what the person can do by evaluating what a person has done in the past or is currently doing.



Motivations

Whether the Job, Organization and Location have characteristic that the candidate likes and will find satisfying.

Dimensions → The targets in Selection Process.

STAR Interview Technique

Situation

Describe the situation you were in



Task

Describe the task you had to do :

- Challenges
- Constraints
- Deadlines
- Issues, etc.



STAR

Action

Describe the action you took :

- Teamwork
- Leadership
- Initiatives
- Integrity, etc.



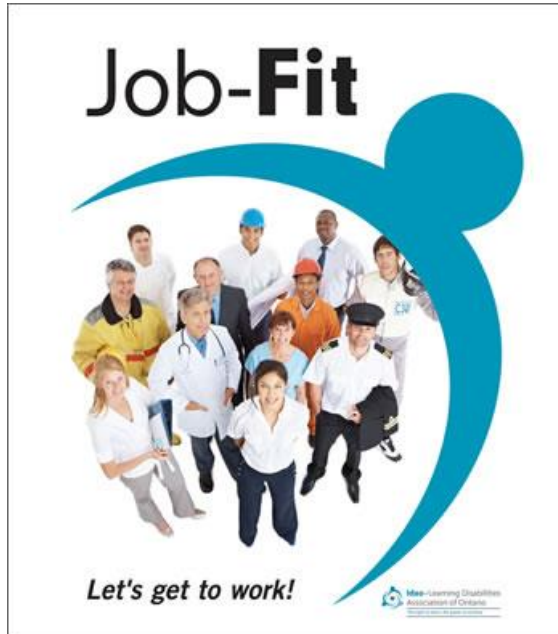
Results

Describe the outcome of your action :

- Achievement
- Improvement
- Cost Saving
- Delivery, etc.



Motivational Fit



Job Fit

Satisfaction with Job Activities



Organization Fit

Satisfaction with the Organization's Values and Method of Operation.



Location Fit

Satisfaction with the Geographic Location of the Job.

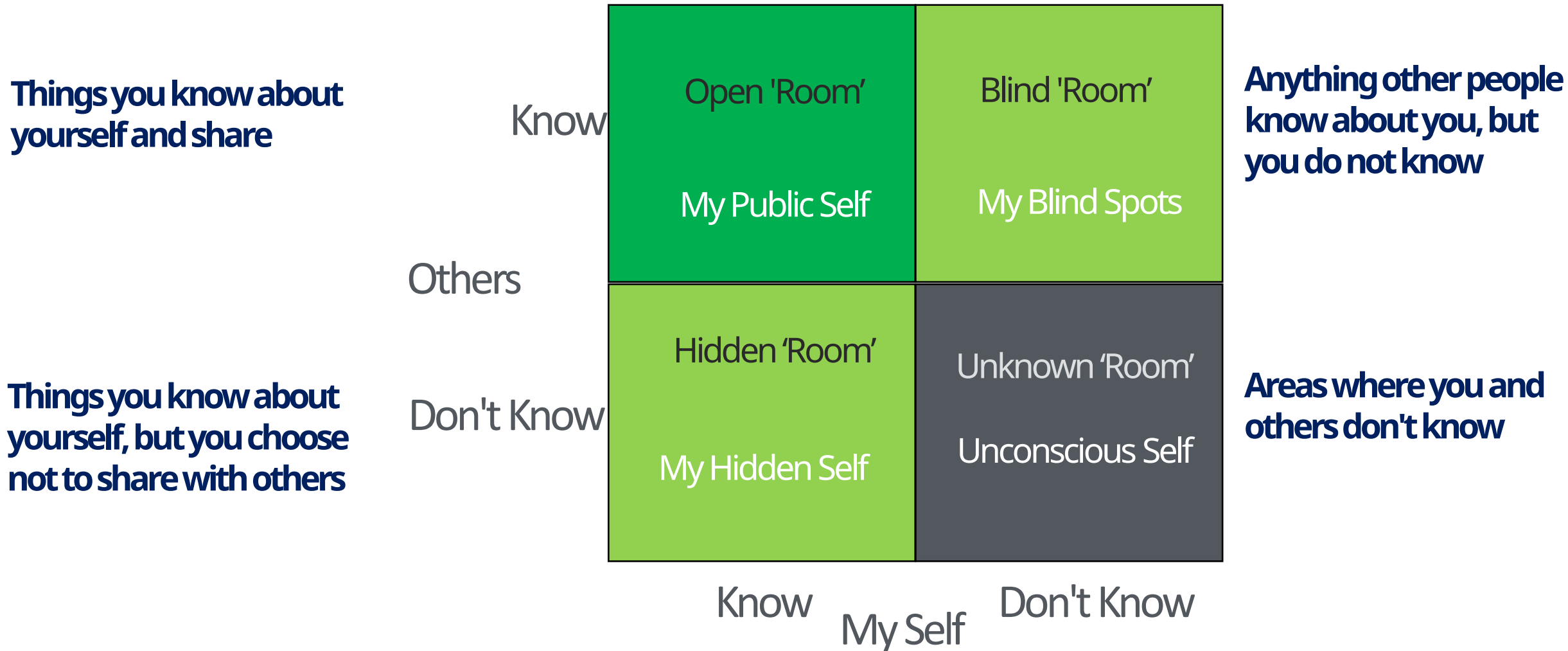
Building Rapport with Interviewer

- Make a Good First Impression
- Show Authentic Interest
- Customizing the Way of Communicating
- Elaborate on personal experiences to create a more in-depth connection
- Show Appreciation



Asking Feedback from Interviewer

Johari Window

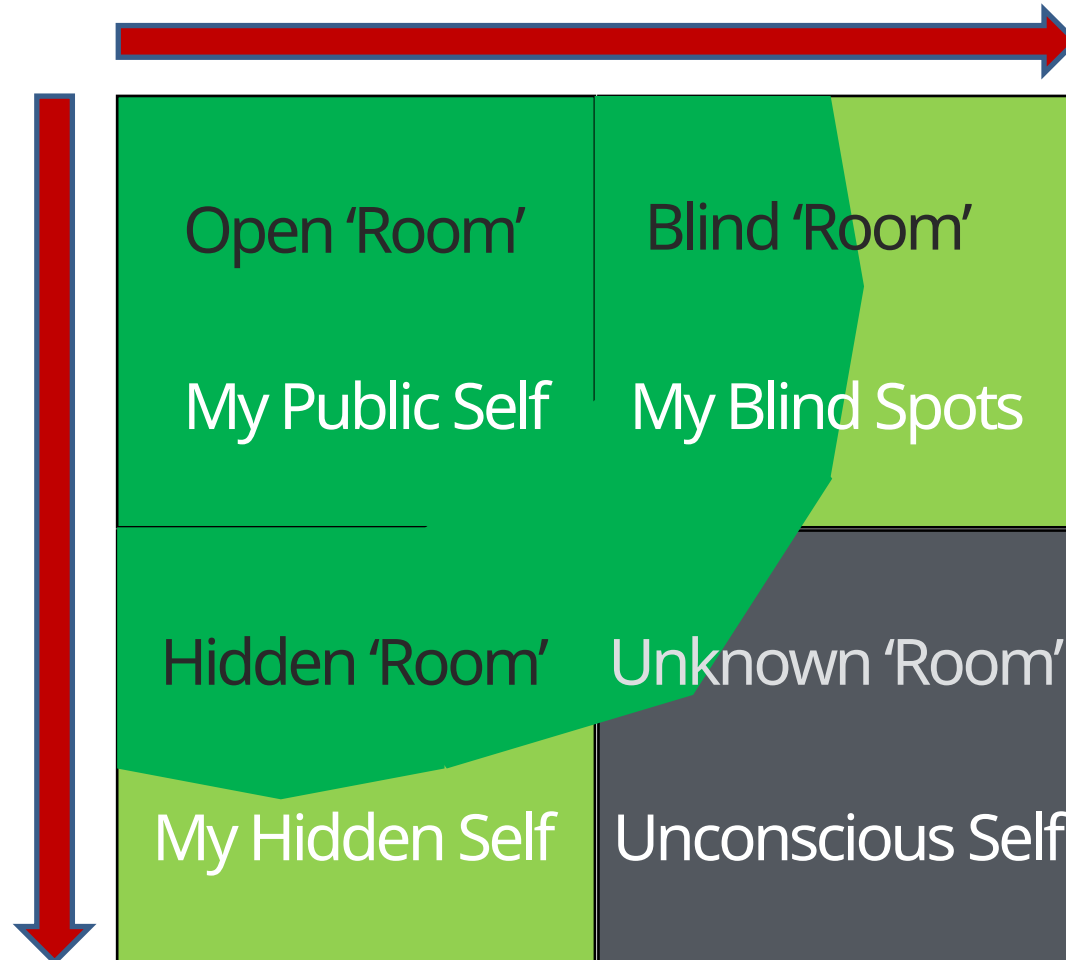


Expand Your Open Arena

Johari Window

TELL : Reveal
information
about yourself

ASKING: Constructive feedback
to increase self-awareness



Quote of The Day

Knowledge will give
you power,
But character will give
you respect.



thank you
